

Diversity & Inclusion Workshops

Let's define diversity and inclusion in the workplace, because both work together hand in hand. **Diversity:** Employing a team that's reflective of the society in which it exists and operates. It incorporates all of the elements that make individuals unique from one another.

In the United States, the Equal Employment Opportunity Commission (EEOC) enforces laws to protect individual employees in the workplace based on specified social categories that commonly face discrimination in American culture. These social categories are typically defined in some version of a Non-Discrimination Statement and Policy, such as this one by the US government: "The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor."

Inclusion: This refers to the behaviors and social norms that ensure that people will feel welcome. Creating an inclusive culture will improve productivity and engagement in the workplace.

The following workshops are available:

Fostering an Inclusive Climate: How does your team function and perform? An inclusive environment creates a sense of belonging and a place where uniqueness is valued. Empower yourselves to create a workplace that is cooperative and collaborative.

Unconscious Bias: All of us hold unconscious beliefs about various social and identity groups. We tend to categorize these groups. Sometimes, we don't know we have this unconscious bias. Unconscious bias can lead to microaggressions (subtle acts that show dominance of a higher status group toward a lower status group). Learn how to counteract unconscious bias.

Custom Workshops: The workshop is specifically tailored to meet your needs. We would love to have a conversation with you and learn about your needs.

For more information, pricing, or to schedule a workshop for your organization, please contact Deb Smith at dsmith@ywcahanover.org



Instructor: Deb Smith
Social/Racial Justice
Coordinator

After 34 years, Deb retired from the Hanover Public School District as a music/theatre teacher. She holds a BS in Music Education from Millersville University, MA in Holocaust and Genocide Studies from Gratz College, and a Certificate in Diversity and Inclusion from Cornell University.

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freedom and dignity for all.**